

DDCT's On-the-Spot Recognition Program

By Danny Kolb, DDCT

Defense Distribution Depot Corpus Christi, TX (DDCT) recently implemented a two tiered "On-the-Spot" award program to recognize the significant contributions DDCT employees make to the mission each day and to encourage team spirit. The new program was inspired by a similar program at the Defense Distribution Depot Albany, GA (DDAG).

The new award starts out like the traditional On-the-Spot but takes it one step further. A two-part award is presented to a deserving employee by the Commander, the Deputy Commander or a Division Chief. The top part of the \$200 award is redeemable by that employee for \$150. The bottom part is an additional \$50 award which the employee may then present to a deserving co-worker.

Since the program's inception last spring, 82 awards totaling \$17,200 have been presented. DDCT Commander, LTC Shelia J-McClaney, USA, said, "The enthusiastic response to this award program is an indication of its usefulness as a morale booster for our dedicated employees."



Virgil Perez received \$150 of a \$200 On-the-Spot Award and presented the accompanying \$50 to co-worker Bertha Anthony.



BG Lally discusses the DLA Culture/Climate Survey results with employees of DDC Headquarters.

How can we do better? How can we improve?"

"Across the board DDC has done great things and received accolades for how we perform our mission," BG Lally said. "How much more could we be doing if we started working together as a team?"

Success Stories: DDJF, DDYJ, DDDC, DDDE, DDCT

"There were some success stories," BG Lally said. "Jacksonville, Yokosuka, San Diego, and Europe had good results in 2003 and in 2004. Corpus Christi moved 30 points in every sector.

"When we got the 2003 results everyone said it was bad because of A-76," BG Lally said. "Corpus was going through A-76. They have a dynamic leadership team - it's not just the Commander - it's the team - and along with their supervisors and their workforce they pulled together, providing leadership and generating ideas, and working as a team with trust and confidence in each other their MEO (Most Efficient Organization) won their A-76 competition. Corpus still has room to improve and they are working on it."

DDRV Much Improved

"Richmond is much improved," BG Lally said. "Richmond had a lot of problems but Jerri Taylor took over there and pulled her

leadership team together and turned that place around. Richmond is up 30 points in every area. Jerri has done a great job with her team, getting buy in and making the right things a reality.

"The trust factor - how much trust do you have that your coworker or your supervisor is going to do the right thing?" BG Lally asked. "I can't think of a depot that doesn't have the American flag flying throughout its buildings. I can't think of a depot that doesn't have a dedicated workforce - dedicated to the Warfighter.

"I also can't think of a depot without tremendous friction," BG Lally said. "Coworker to coworker. Coworker to supervisor. Folks have been working together for a long time and friction has built up. We will not be able to fix everything, but there are things we can change.

"When you hand something off to the next guy, did you do your best?" BG Lally asked the crowd. "Did you offer constructive feedback to the next guy so he can do his job better? We have to ask ourselves those questions and be sure we are doing our job the best we can.

"We need to grow leaders," BG Lally said. "Our workforce is going to start retiring soon - the average age is almost 49. Who's coming behind us to lead?"

Changing the Way we Hire Supervisors

"We are going to change the way supervisors are chosen," BG Lally said. "In the past, the selecting official chose. New policy: we are going to have a panel with the selecting official interview applicants. They are going to ask not just about technical skills but about leadership and management skills.

"Once the panel and the selecting official have narrowed the field down to two or three candidates, then the selecting official's supervisor is going to interview the top two or three," BG Lally said. "Then the selecting official and his supervisor will discuss the applicants and the selecting official will make his decision - not just on technical expertise but also on leadership and management skills and abilities. We want you to have trust and confidence that we are hiring the best people."